



# PHYSICIAN RECRUITMENT NEWSLETTER

## 183 Days and Counting

By: [Mary Kelley](#)

### Your Physician Search Is Stalling

The 2025 AAPPR Benchmarking Report puts the median physician search at **183 days**. For oncology, it reaches **332 days**. Add credentialing, and the timeline from search launch to first patient appointment can approach a full year.

Some of that is market reality. Some of it comes down to internal process, timing, and coordination. That part is often more adjustable than it seems.

### Where Searches Slow Down

In many organizations, decision-makers are not fully aligned before the search begins. That is understandable. Priorities shift, stakeholders are busy, and hiring needs evolve. But when a strong candidate appears, any lack of clarity can slow momentum at exactly the wrong time.

Candidate experience also matters more than most teams realize. Response speed, clarity around next steps, and when compensation is addressed all shape how physicians interpret the opportunity. **Fair or not, candidates often read the process as a reflection of the organization itself.**

That may be part of why physicians accepted 71% of offers in 2024, down from 83% the year before. Sometimes the opportunity is sound, but **confidence erodes during the process.**

A few patterns show up again and again:

- Offer approval takes two weeks when the market really rewards 72-hour movement
- Credentialing starts after signature instead of running in parallel
- Sourcing relies too heavily on active applicants instead of also reaching physicians who would move for the right role

### The Candidate Experience

'Most physicians are in several conversations at once. The opportunity that feels clearest, most responsive, and most organized often has the edge. Not always because it is objectively better, but because **the process creates confidence.**

This week's blog breaks the issue down section by section and includes a **pre-search checklist** you can use against an open role today. [Read it here.](#)

On the **HustleMD** podcast, I walk through both sides of the table: what administrators are managing internally and what physicians are experiencing in real time. Those two realities are often misaligned, and that disconnect can quietly shape the outcome of a search. [Listen here.](#)

### Quote of the Week

*"I was three rounds in waiting to hear back on dates they wanted me to visit. My wife has family in the area and we were really interested. Then I didn't hear anything for eleven days.*

*The recruiter kept telling me the CEO was waiting to get feedback from his team. I accepted another offer the next week. I wondered if I passed on the right position but I know I made the right call on the organization."*

-Dr. Sameer S., Urologist  
South Texas Health System

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